

# 756 - Sul Ross State University

Workforce Summary Document Prepared by the State Auditor's Office.

Data includes both Sul Ross State University and Sul Ross State University Rio Grande College (741)

Based on a review of information self-reported by the institution, the following items are worth noting.

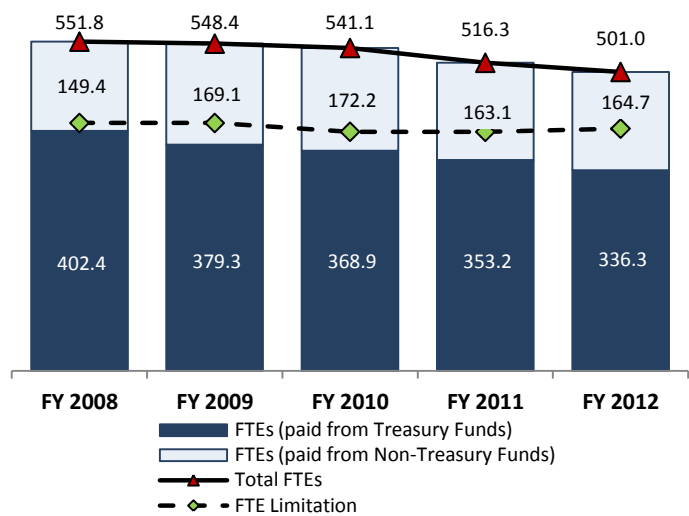
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 1.3 percent to 406.0 FTEs in fiscal year 2012 compared to fiscal year 2011. As of August 31, 2012, 31.4 FTEs were administrator positions. The institutions' 501.0 total FTEs represents a decrease of 50.8 (9.2 percent) in the total number of FTEs since fiscal year 2008. FTE data includes both Sul Ross State University and Sul Ross State University Rio Grande College.

In fiscal year 2012, 32.9 percent of FTEs were paid from non-Treasury funds. This is an increase of 10.2 percent in FTEs paid from non-Treasury funds since fiscal year 2008. Only FTEs paid from Treasury funds count against the FTE limitation.

### FTEs Below/Above FTE Limitation

|                                   | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 |
|-----------------------------------|---------|---------|---------|---------|---------|
| FTE Limitation                    | 415.4   | 415.4   | 400.7   | 400.7   | 406.0   |
| Number Below or Above Limitation  | -13.0   | -36.1   | -31.8   | -47.5   | -69.7   |
| Percent Below or Above Limitation | -3.1%   | -8.7%   | -7.9%   | -11.9%  | -17.2%  |

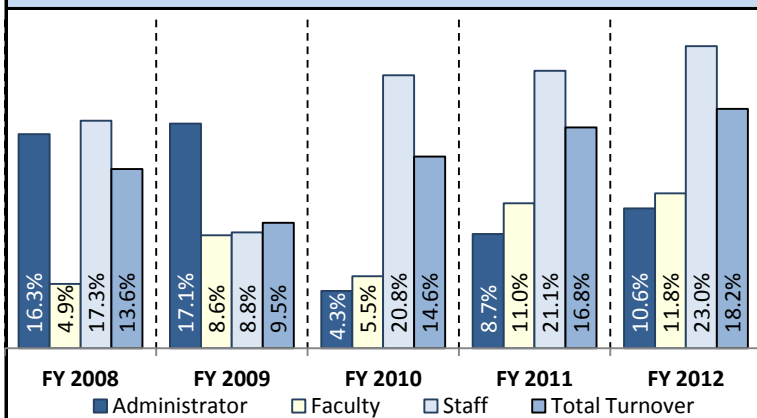


Source: State Auditor's Office Full-time Equivalent System

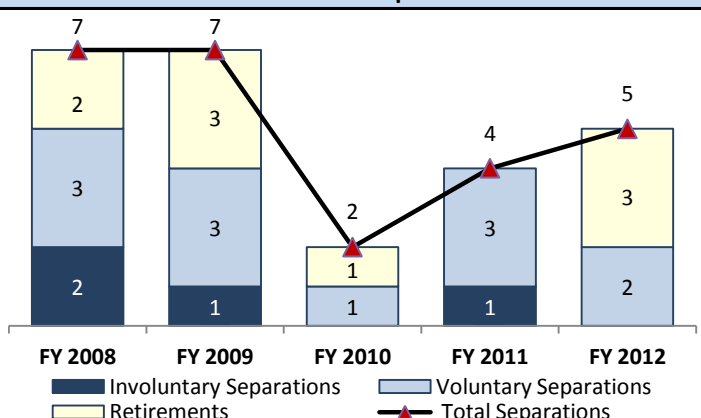
## Employee Turnover<sup>a</sup>

In fiscal year 2012, the total turnover rate for the institution was 18.2 percent. This was higher than in fiscal year 2011, when the total turnover rate was 16.8 percent. The turnover rate in fiscal year 2012 for administrators (10.6 percent) was higher than in fiscal year 2011, turnover for faculty positions (11.8 percent) was higher than in fiscal year 2011, and turnover for staff positions (23.0 percent) was higher than in fiscal year 2011.

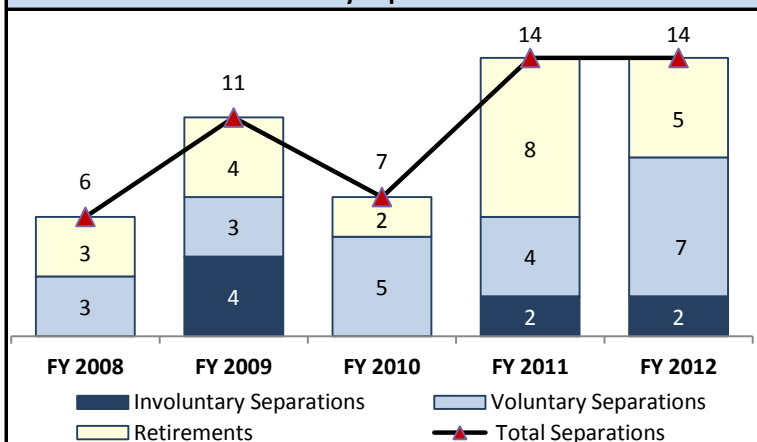
### Turnover Rates



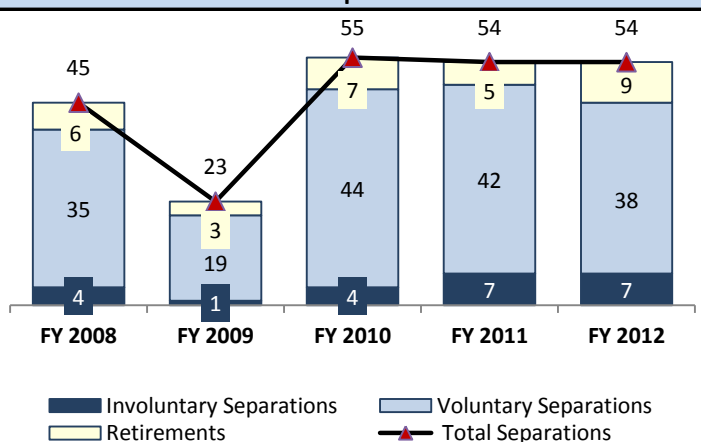
### Administrator Separations



### Faculty Separations



### Staff Separations



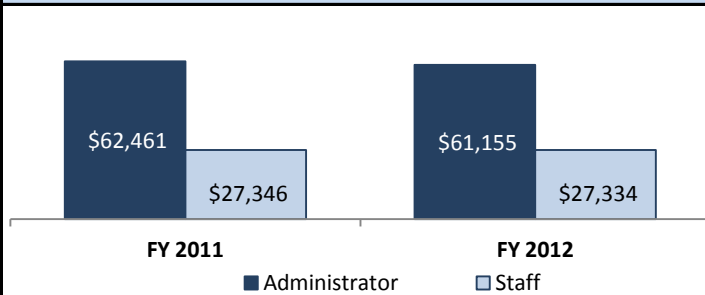
<sup>a</sup> Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty includes all professor, associate professor, assistant professor, instructor, and lecturer positions. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

## Compensation Information<sup>b</sup>

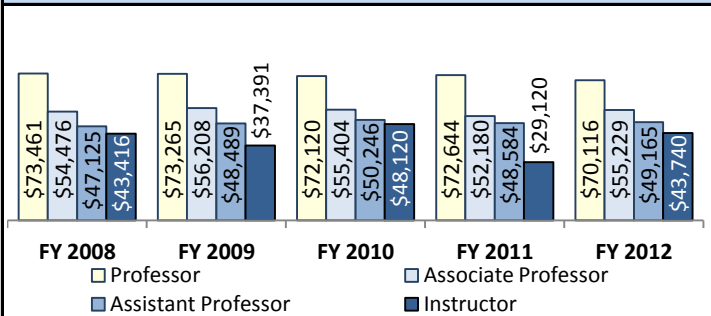
The average salary for staff employees decrease slightly and for administrators it decreased by 2.1 percent when compared to the average salaries in fiscal year 2011. Compared to fiscal year 2008, salary and benefits expenditures decreased by 5.7 percent.

In fiscal year 2012, the president's salary was \$251,734. Of that amount, approximately 26.2 percent (\$65,954) was paid from Treasury funds. This salary increased from fiscal year 2011, when the president's salary was \$244,400 (approximately 27.0 percent from Treasury funds).

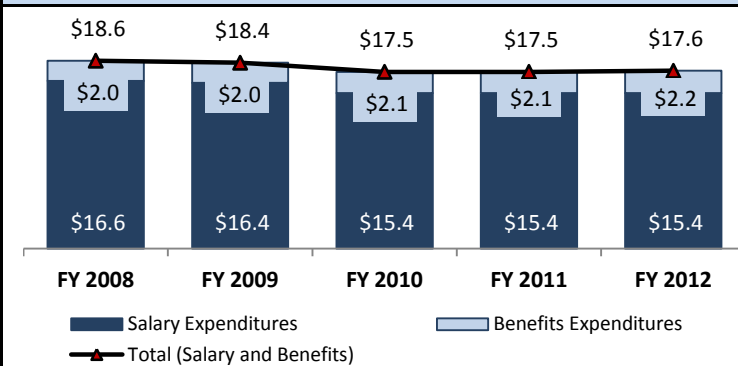
### Administrator and Staff Average Salaries



### Faculty Average Salary



### Salary and Benefits Expenditures (Rounded in Millions)



### Number and Dollars Spent on Merit Increases

|               | Fiscal Year 2011 |               | Fiscal Year 2012 |               |
|---------------|------------------|---------------|------------------|---------------|
|               | Number of Merits | Dollars Spent | Number of Merits | Dollars Spent |
| Administrator | 0                | \$ 0          | 0                | \$ 0          |
| Faculty       | 0                | \$ 0          | 0                | \$ 0          |
| Staff         | 0                | \$ 0          | 0                | \$ 0          |
| Totals        | 0                | \$ 0          | 0                | \$ 0          |

In fiscal year 2012, the institution reported that it did not provide administrator, faculty, or staff merit increases.

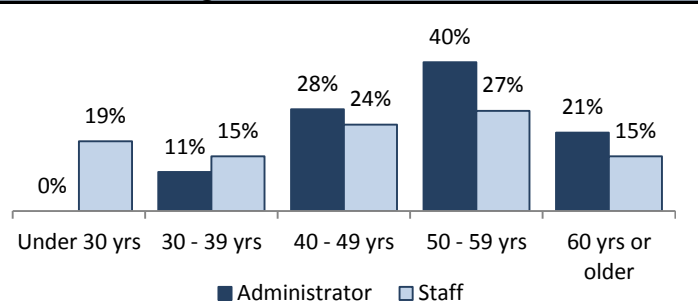
## Fiscal Year 2012 Workforce Demographics<sup>b</sup>

### Summary

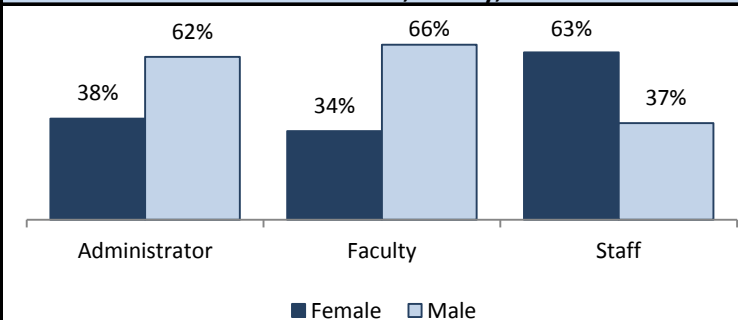
Of the institution's administrators, 89.4 percent were 40 years of age and older, and of the institution's staff employees, 65.6 percent were 40 years of age or older. The average length of employment at the institution for administrators was 10.1 years, and for staff employees it was 6.7 years.

In fiscal year 2012, 58.5 percent of faculty FTEs with teaching responsibility were tenured or tenure-track at Sul Ross State University and 90.3 percent were tenured or tenure-track at Sul Ross State University Rio Grande College.

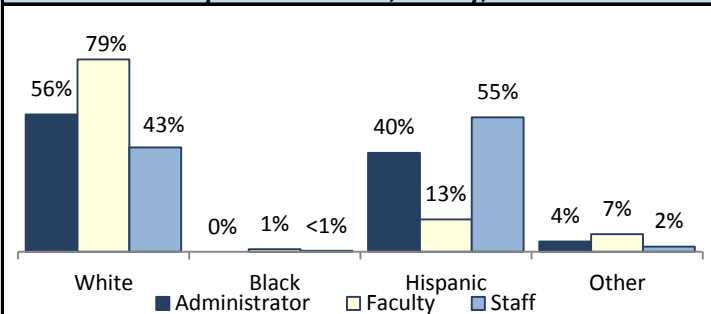
### Age: Administrator and Staff



### Gender: Administrator, Faculty, and Staff



### Ethnicity: Administrator, Faculty, and Staff



<sup>b</sup> Administrator and staff data, as well as faculty merit data, is self-reported by the institution. Faculty data for average salaries, gender, and ethnicity comes from the Higher Education Coordinating Board's Accountability System, which includes only tenure-track or tenured professor, associate professor, assistant professor, and instructor positions. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Data for faculty merit increases includes all professor, associate professor, assistant professor, instructor, and lecturer positions. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.